


COMMANDER IN CHIEF
UNITED STATES EUROPEAN COMMAND
17 JULY 1997

ECCC

MEMORANDUM FOR ALL U.S. EUROPEAN COMMAND PERSONNEL

SUBJECT: USCINCEUR Policy Letter Number 97-01 (Equal Opportunity and Treatment Policy)

1. Respect for human dignity is a principle so basic to Americans that it should be second nature to us all. Every U. S. European Command member has the right to live and work in an environment free of discrimination and harassment. My position is unequivocal: There will be zero tolerance of sexual, racial or religious harassment, unlawful discrimination and inappropriate or unequal treatment of others.
2. Our mission demands every USEUCOM member's utmost involvement and commitment. Our joint and international environment is comprised of military and civilian members from different services with unique capabilities from a variety of backgrounds and cultures. This diversity is precisely what has made America strong just as mortar, brick, and re-enforcement make a stronger wall than any of the individual components by themselves. The bottom line is simple--everyone must be valued as an individual and treated with dignity and respect.
3. Department of Defense policy on discrimination and sexual harassment is explicit. USEUCOM has a proactive Equal Opportunity program to ensure that each member has access to Equal Opportunity education and understands the command Equal Opportunity policy and complaint reporting procedures. USEUCOM members must work together to create an environment of dignity and respect in the work place and throughout the extended military community--this means we police ourselves to eliminate any habits that are offensive to others. Incidents should be reported and resolved at the lowest possible level in the chain of command without reprisal. Make the maintenance of our Equal Opportunity policy a top priority.
4. This letter supersedes the previous USEUCOM policy letter, dated 1 April 1997, same subject.


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